



Person Specification			
<b>Post title</b>	Child Protection & Review Manager	<b>Grade</b>	Q

\* \* \* This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months.

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
<b>Skills, knowledge, experience</b>		
S1	Detailed understanding of relevant statutory framework for safeguarding children.	CV/SS, I
S2	Experience of managing and chairing complex Child Protection and Children in Care review.	CV/SS, I
S3	Evidence of effective networking with partner agencies in safeguarding children.	CV/SS, I
S4	Sound understanding of the safeguarding responsibilities of partner agencies.	CV/SS, I
S5	Experience of coordinating complex child protection enquiries.	CV/SS, I
S6	Proven record of effective leadership and management in safeguarding children.	CV/SS, I
S7	Experience of working with regulatory bodies.	CV/SS, I
S8	Evidence of support and challenge to promote good standards of children’s social care.	CV/SS, I
S9	Proactively seeks to safeguard children, drawing on a wealth of knowledge and sound judgement to protect children from harm and ensuring appropriate and timely action is taken when necessary. Works collaboratively with colleagues and other agencies to achieve this aim. Demonstrate effective risk management skill and decision making. Demonstrate ability to robustly challenge where services do not meet the required standard for safeguarding and planning for children.	CV/SS, I
S10	Sets clear direction, objectives and responsibilities, assumes accountability and inspires others by acting with integrity and role modelling BEST values. Drives service improvement and actively tackles poor performance. Plays an active part in building and motivating teams, creating a positive	CV/SS, I

May 2025





	environment which encourages open discussion and innovation, supports performance, builds capability and empowers staff.	
S11	Successfully builds and maintains effective relationships with senior colleagues, external agencies, children and their families and carers - demonstrating effective interpersonal skills in dealing with people at all levels and from a wide range of backgrounds.	CV/SS, I
S12	Successfully persuades and influences individuals and groups at a range of levels on issues of complexity and sensitivity. Uses a range of techniques to achieve acceptable solutions and compromise. Listens well.	CV/SS, I
S13	Ability to plan and manage work to optimise resources available, ensuring timelines and budgets are met. Ensures robust procedures and practice are in place to meet statutory obligations and performance objectives and that these are regularly reviewed To have a demonstrable commitment to quality assurance and maintaining accurate, up to date and accessible records	CV/SS, I
<b>Personal attributes and circumstances</b>		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
<b>Communication</b>		
C1	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people’s points of view.	CV/SS, I
C2	To understand the principles of GDPR as the role requires working with highly confidential and sensitive data	CV/SS, I
C2	Ability to understand and interpret complex written reports and policy documents, including the ability to evaluate the arguments	CV/SS, I
<b>Qualifications</b>		
Q1	Registered with Social Work England and qualified	CV/SS, C

**CV/SS** = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview  
**P** = Presentation **AC** = Assessment Centre **T** = Test

May 2025





**Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:**

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

May 2025

